



the Network

Vol. 19, No. 3 _____ Fleet and Industrial Supply Center, San Diego _____ May/June 2001

SMARTWebMove is coming!

Navy service members and their families will soon be able to arrange their household goods move over the Internet.

SMARTWebMove, a user-friendly, web-based program sponsored by the Naval Supply Systems Command (NAVSUP) and developed by FISC San Diego, will be available in June to Sailors 24-hours a day, 7 days a week from home, work, on board ship, or anywhere they have Internet access.

SMARTWebMove is designed to service routine moves and simple entitlements based on orders. Initially

To complete the online application, service members will need their PCS orders, Proof of Dependents (page 2 from their service record), and current original Power of Attorney (if their spouse or other agent is arranging the move). These documents may be sent to the PPO as e-mail attachments or faxed for faster service. They may also be mailed or hand carried to the PPO. If the applicant is not the service member, an original Power of Attorney with the agent's name listed is required by law and must be mailed in.

SMARTWebMove features will



make
online
counseling
and move
planning
fast and

it will serve active-duty Sailors and their families who have PCS orders from the San Diego area to a new duty station or homeport within the Continental United States (CONUS). Extra pickups from locations in the general area of the primary pickup address can be arranged. However, pickups from other locations, for example, a prior duty station, involve complex arrangements that require a visit to the Personal Property Office (PPO). Home of Record moves will not be served at this time.

As the program expands, other origins and destinations will be added. Shipments originating at other FISC sites within CONUS will come online in fiscal year 2002.

SMARTWebMove is easy to use. Eligible users simply fill out an online questionnaire to receive a report of entitlements available to them. The system will allow members to fill out all necessary forms, arrange the move, and submit the forms to the FISC San Diego's PPO via the Internet.

easy, said Bob Vail, SMARTWebMove project officer. "Radio buttons and checkboxes make inputting information easy. The AutoFill feature fills in repeat information and AutoSave automatically saves it as you go. Multi-session access allows users to exit the program and log on later to continue."

Earlier this year, 30 volunteers demonstrated the system by simulating moves based on mock orders. Capt. Robert Ritchie, FISC San Diego's executive officer, was among the volunteers. "This is a super program," said Ritchie. "I had the opportunity to simulate several moves, and I'm extremely excited at the prospect of having this capability online."

SMARTWebMove meets stringent Federal security standards. Move information is protected with some of the same safeguards used by banks and credit card companies and is stored on a secure, DoD PKI-certified server. Personal information is encrypted as it is being transmitted. Each user's

Benefits of using SMARTWebMove

w The customer is in control.

Access 24-hours a day, seven days a week eliminates the need to schedule an appointment and visit a Personal Property Office (PPO) to set up a move.

w A User ID allows easy access.

Customers can enter and exit the program and work on the application as often as they want until final submission.

w Service members receive custom entitlements counseling based on orders and the Joint Federal Travel Regulations (JFTR) that can be reviewed at their convenience.

w There's less paperwork. The customer can arrange up to three (3) shipments with a single application: household goods, unaccompanied baggage and non-temporary storage (if eligible).

w Help is at your fingertips. The help system can be accessed on every page. It contains information on entitlements, shipment, and move-related tips and how-to's for using SMARTWebMove.

w High touch and high tech. The move application is automatically sent to the correct PPO for review by staff. Customers are contacted via e-mail to let them know the status of their application and to provide information on the final approved move arrangements.

account is password protected so that only they can access their record.

For more information, log on to www.sd.fisc.navy.mil, and then go to the 'Hot Sheet' section of the home page and click on SMARTWebMove. Once operational, service members will be able to access SMARTWebMove at www.smartwebmove.navsup.navy.mil.

Editorial

The May/June issue of The Network is the largest we've had in a while. There are a lot of good things going on.

Rear Adm. Keith Lippert, Commander, Naval Supply Systems Command, and Chief of Supply Corps visited FISC San Diego May 14-17. He had a very productive visit that included a Command briefing, a tour of ATAC and the Logistic Support Center, a walk through the Supply Expo and Food Show, observing a stores on-load using the new mobile conveyor, visits to several ships, and a Supply Corps luncheon. Rear Adm. Lippert was very impressed by what he saw and with the enthusiasm of our workforce of professionals here at FISC San Diego. Thanks to everyone for helping make the admiral's visit a great success.

As you may or may not know, Rear Adm. Lippert has been confirmed as the next director of the Defense Logistics Agency. The NAVSUP Change of Command will occur June 11 and will include a ceremony promoting Rear Adm. Lippert to vice admiral. He will assume command of DLA on July 20.

Capt. Ray Berube, my relief as commanding officer, will also visit this month. He is currently the NAVICP

comptroller. He has had previous tours in San Diego, and is very much looking forward to joining the FISC team. Don't forget to make plans to attend the Change of Command...you are all invited! The date is Sept. 7 at 11 a.m., on the Broadway Pier.

We received two new mobile conveyors this month. They are similar to the mobile conveyors that airlines use to load luggage. Ours are custom built for ships, and are already having a positive impact on stores loading evolutions. The conveyors, combined with the stevedore prototype to replace ship's working parties with contract labor, allow sailors to focus on their primary professional duties and training while improving their quality of life. The conveyors take less than five minutes to set up.

In a test aboard USS *John Young* (DD 973), the ship was able to eliminate a 45-man working party, and conduct ship-wide training drills that would otherwise not have been possible due to stores loading.

Most of the credit for the conveyor initiative goes to Lt. Cmdr. Mike Burningham, Royal Navy, for spearheading this waterfront support initiative. I'd also like to thank Lt. Randy Baker and the Supply team aboard *John Young* for their help in conducting the first load-out using the new conveyor.

Our SMARTWebMove initiative in



Capt. Bill Barnes

Personal Property continues to progress well. We've been conducting trials for the last two months and expect to go live on the World Wide Web in June. More information on SWM is available on the FISC San Diego Intranet.

Things are going well and the reason is the care each of you takes in doing your job and serving our customers. You continue to be enthusiastic and innovative...so keep up the good work!

WABarnes

The Network

The Network is an authorized publication published bimonthly for the employees of the Fleet and Industrial Supply Center, San Diego and its sites.

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Visit our web site at www.sd.fisc.navy.mil.

Did you know... Traditions of the Navy

"Naval War College" All navies have such an institution, of one sort or another, in which officers receive advanced training. The first war college of record was established at Sagres, Portugal in 1415 by Prince Henry, the Navigator. The U.S. Naval War College was established at Newport, R.I., on Oct. 6, 1884.

The first superintendent there was Commander Stephen B. Luce.

"Practice makes perfect" The aircraft carrier Lexington, operating as a training ship in the Gulf of Mexico, counted 350,000 arrested landings between 1955 and 1975.

"Pollywog" is any Sailor who has not crossed the Equator. Those who have are Shellbacks.

McCarthy to relieve Lippert

The Secretary of the Navy has approved the selection of Rear Adm. Justin McCarthy, Supply Corps, U.S. Navy to relieve Rear Adm. Keith Lippert as Commander, Naval Supply Systems Command (NAVSUP) and 42nd Chief of the Navy Supply Corps. Lippert has been selected for a third star and will become Commander, Defense Logistics Agency.

McCarthy is currently assigned as Deputy Chief of Staff for Logistics, Fleet Supply and Ordnance, on the staff of Commander in Chief, U.S. Pacific Fleet, Pearl Harbor, Hawaii. He will assume his new responsibilities at a Change of Command ceremony in July at the Naval Support Activity, Mechanicsburg, Pa. McCarthy will be relieved in his current assignment by Rear Adm. Daniel Stone, Supply Corps, U.S. Navy who is currently assigned as Commander, Defense Logistics Support Command, Ft. Belvoir, Va.

McCarthy is a native of Auburn Hills, Mich., and a graduate of Oakland University, Mich., and the Naval Postgraduate School, Monterey, Calif. Afloat tours include service aboard four ships, three of which were as supply department head. These tours included USS *Holland* (AS 32), USS *Newport* (LST 1179), USS *New Orleans* (LPH 11) and as a recommissioning supply officer of USS *Missouri* (BB 63).

TSP open season

Thrift Savings Plan
Open Season for FERS and CSRS employees ends July 31. For more information, go to the web site: www.tsp.gov.

Just ask me

What are your summertime plans?

If you would like to answer a
"Just ask me" question, call Kim Bryant at 532-3673.

"This June, I am taking my first trip to Europe. I will be traveling in Italy for two weeks and will get to visit cities like Rome, Venice and Florence."



Nicole Hunga
Broadway

I'm going to spend my summer in my swimming pool in the backyard!



SK1 Walter Velicaria
SIMA SD

I plan to have my baby's christening in the summer and I also plan to celebrate my birthday on Catalina Island.



SK3 Maria Rongavilla
SIMA SD



Stephen Anderson
North Island

What vacation? I'm not taking a vacation. I usually just hang around the house and my five acres in Campo!



Joyce Mason
North Island

My summertime plan is to visit my family down south in Louisiana.

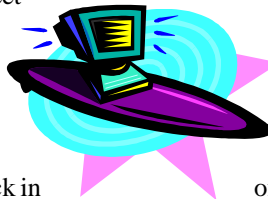


Ozzie Love
Broadway

I'm hoping to win a ticket to Hawaii or Jamaica by listening to my favorite radio station!

Navy launches web site to track stock shipments

On May 8, the Naval Supply Systems Command (NAVSUP), the Naval Inventory Control Point (NAVICP), and the Fleet Material Support Office (FMSO) launched an Internet web-based Supply Discrepancy Report (SDR) system for Stock in Transit (SIT) tracking. It tracks Navy stock shipments in-transit between Navy and Defense Logistics Agency (DLA) activities, commercial repair sites, repair facilities, and fleet carcass return points. This phase of SDR only includes SIT SDRs. Incoming/outgoing SDRs will be the next phase to be implemented in fiscal year 2002.



The system features an Internet web site that provides e-mail alerting to notify customers when proof of shipment or proof of receipt is required to resolve an in-transit transaction. The objective of the site is to provide 100 percent Navy inventory asset visibility and reduce the amount of SIT write-offs. The SIT SDR system will replace SITNET at the six Navy FISCs and co-located Defense Depots.

The web site URL address is www.sdr.navsup.navy.mil. Access to the SDR web site is password protected. Each person who has pre-registered as a SIT SDR user will be notified via e-mail of password procedures.

The following individuals are the local area site administrators for FISC, ATAC, partner site or Defense Depot: Sharon Faunce, San Diego; Wanda Davis, Norfolk; Raymond Ohara, Pearl Harbor; Jimmie Russell, Yokosuka; Carolyn Couey, Jacksonville; and Janelle Kauk, Puget Sound. Deb Knaub, FMSO, is the administrator for all other sites.

Implementing the web enabled Navy

On Dec. 15, 2000, Vice Chief of Naval Operations Adm. William Fallon, chartered Task Force Whiskey to develop a vision and strategy to exploit web technology fully across the U.S. Navy. Task Force Whiskey reported out on Jan. 31, 2001, presenting a plan to provide integrated and transformational information exchange for both the ashore and afloat Navy to take full advantage of Navy's IT21 and NMCI infrastructure investments. The results of Task Force Whiskey's efforts are available at www.tfw.navy.mil.

Aligning our business strategy

By Helen Niemi, Code 40

In recent times there have been a lot of changes. One thing that seems constant in the business world today is the fluid nature of just about everything. We see downsizing, rightsizing, reorganization, and it's all done at "electronic" speed. How has this impacted the FISC Strategic Plan?

For many years, FISC San Diego has had a Strategic Plan separate and distinct from those of the Naval Supply Systems Command (NAVSUP) and other activities within the claimancy. However, this year NAVSUP field activities developed an 'Acton Plan' in alignment with the NAVSUP Strategic Business Plan.

Just think about it for a moment — we are NAVSUP. And, there's a lot to be said about working smarter not harder. Looking at all the time it has taken to create individual strategic plans, it just makes good sense to work as a team in creating one plan that includes all the NAVSUP field activities.

At the highest Navy levels, the emphasis is on alignment - one plan,

one vision. In his Five-Point Plan (see page 7), the Chief of Naval Operations, Adm. Vern Clark, said his wish is to "ensure our organizations, systems and processes are aligned to deliver...a combat-capable Navy.... Second, alignment involves clear communication...."

The creation of the NAVSUP Strategic Plan happens as the representative commanding officers, technical directors, and other senior leadership come together to formulate one plan. It works as one plan for all when we actually communicate and bring the best ideas forward, learning from each other's mistakes and triumphs as we continue to refine our business objectives.

Our NAVSUP Strategic Plan has three basic themes - Single Enterprise, eBusiness, and Supply Chain Management. Single Enterprise means we have "One Message, Many Voices." To be successful, there is a consistent message to customers and stakeholders regardless of geographical location or organization dispersion. Again, this represents a basic shift in how we do business.

Single Enterprise also means that if

our activity doesn't provide the service, then we refer the customer to the appropriate activity.

Customers now have a choice; they can go elsewhere. It is our job to become their first choice.

Where do you fit in? Customers make choices based on their interaction with the employee workforce. You are the representative of NAVSUP. It is you who make the difference everyday. It's a simple concept — serve customers well, either provide what they need or find the best alternative source. Do it well, the customer remembers; do it well, the customer returns. There's one plan now and it's your plan — the NAVSUP Strategic Plan.

To view the NAVSUP Strategic Plan go to www.navsup.navy.mil/ and click on the "learn more about NAVSUP Vision, Mission and Values" link.

Proper use of e-mail is an 'All Hands' responsibility

E-mail is a vital communications tool for today's Navy but the convenience of e-mail is sometimes offset by its ability to rapidly and widely disseminate information to unintended audiences.

The availability and ease of use of e-mail makes it as convenient as conversation but, in reality, e-mail is a very different kind of dialogue:

▶▶ E-mail is not transitory and does not disappear like a verbal exchange.

▶▶ E-mail is not private and can easily be forwarded and modified beyond the control of any individual.

▶▶ E-mail lacks the full context of human interaction and can easily be misinterpreted.

▶▶ Nonsecure internet protocol router network (NIPRNET) e-mail is official communication and subject to monitoring, long term storage and potential release under the Freedom of Information Act.

▶▶ NIPRNET e-mail is by definition unclassified.

Every NIPRNET e-mail user must understand and ascertain the following before sending NIPRNET e-mail:

▶▶ It must be unclassified.

▶▶ It should not contain information covered under the Privacy Act regarding anyone in the Navy.

▶▶ It should conform to Navy policy. Navy policy prohibits racist, sexist, threatening, pornographic, personal business, subversive or politically partisan communications, and also provides guidance on a wide range of information relating to Navy operations that are intended to remain non-public for Operations Security (OPSEC) reasons.

OPSEC is clearly a standard against which e-mail must be measured. Navy tactics, techniques and procedures in support of National policy are weakened to the extent a potential adversary gains knowledge of them. Information regarding Navy operations should always be viewed from the perspective of operational security.

There is a clear connection between NIPRNET e-mail and force protection. Descriptions of events that occur may in

themselves, or in conjunction with other information, compromise operational missions, capability, data or damage assessments. In addition, information obtained from an open source may in fact be classified and citing or commenting on it may be viewed as confirmation of the validity of the open source data. If in doubt, consult the chain of command and err on the side of caution.

E-mail communication that emanates from government spaces and on government computers, whether organizational or individual in nature, reflects directly on the command.

In short, e-mail, like any other form of communications, reflects upon the professionalism of the command and the Navy. All hands are accountable and must act accordingly.

The first in a series of articles to educate and inform you on the new and emerging business and technology initiatives at FISC San Diego

By Gene Hepler, CMDP Member

Today technology is advancing faster than the speed of

light. It took the telephone 70 years, radio 40 years and television 15 years to become common household items. In comparison, the Internet/World Wide Web only took five years to connect 50 million people and has become the most rapidly accepted communication medium ever.

FISC San Diego is not standing on the sidelines. Although we are a traditional brick and mortar business, which is still required in today's virtual business world, we are changing our business systems to be Internet/web driven.

What this means to us at FISC SD...

Our future depends on our ability to transition to eGovernment, that is, web-based Supply Chain Management (SCM), Customer Relationship Management (CRM) and Business Marketing.

The Naval Supply Systems Command (NAVSUP) has created "One Touch Supply" and FISC San Diego needs to set up the systems and processes to implement and make this a reality for our customers. Then and only then can we survive as an Enterprise.

The 'IT' World

We have seen the emergence of the Logistic Support Center (LSC), Material Processing Center (MPC), Third Party Logistics, Navy Integrated Call Center (NICC), Direct Vendor Delivery (DVD) and similar initiatives to streamline our business processes and support the Fleet. Other NAVSUP/FISC San Diego

initiatives include:

- SLDCADA, a web-based time and attendance system
- Knowledge Management, a process for providing the right information, to the right decision-maker, at the right time
- "One Touch Employee," a corporate knowledge management tool and document repository (containing training information, organizational calendaring, organizational briefs and general employee news)
- SMARTWebMove, an online program to arrange household goods moves
- Enterprise Resource Planning, a system that integrates all departments and functions across a company on to a single computer system that can serve each department's particular needs

To be web-based eBusiness leaders, we must couple process improvement with infrastructure innovation. We have only scratched the surface of technology and business redesign for web and wireless capabilities...stay tuned as we share knowledge.

Advanced Management Program

The Tench Francis School of Business Advanced Management Program (AMP) is designed for officers and civilians with significant responsibility and outstanding records of achievement.

A 3-week class will be held beginning June 11 for O-5s, O-5 selects or civilian GS-13/14s. Officers and civilians desiring to attend should complete the application found on the AMP web site. Applications can be electronically mailed to allen_lcdr_daniel@nscs.com or faxed to (706) 354-7280. Hard copy applications can be mailed to Tench Francis School of Business, 1425 Prince Avenue, Athens, Ga. 30606. Selection will be based on performance, current/future assignment and availability.

Questions should be directed to Lt. Cmdr. Dan Allen, (706) 354-7233, DSN 588-7233, or by email. More information can be found at www.amp.nscs.com.



June 21 - Network newsletter deadline

The next deadline for the Network newsletter is June 21. Please send your articles to kim_b_bryant@sd.fisc.navy.mil or call (619) 532-3673.

NAVSUP Climate Survey

FISC San Diego is participating in round three of the Naval Supply Systems Command (NAVSUP) climate survey. Participation is voluntary; however, NAVSUP is asking all civilian

and military personnel to complete the survey. Supervisors are required to allow all employees time to complete the survey which should take about 30 minutes.

Enterprise News Briefs

NAVSUP announced that a tentative decision has been reached for the Navy to retain in-house the **Hazardous Materials (HAZMAT) Operations in the Southeast Region**. The Southeast Region includes HAZMAT operations at FISC Jacksonville, NAS Jacksonville, and FISC Jacksonville Detachments in Mayport, Fla.; Charleston, S.C.; Corpus Christi, Texas; and Kingsville, Texas. The Southeast Region study included 17 civilians. The Government's proposal calls for a workforce of 14 civilian employees.

NAVSUP announced that a tentative decision has been reached for the Navy to retain in-house multiple administrative functions at **Naval Transportation Support Center (NAVTRANS) Norfolk, Va.** The NAVTRANS study included a review of 43 civilian positions that perform Entitlement Audits, Air Clearance Support and Administrative Services functions. The Government's proposal calls for a workforce of 24 civilian employees.

Senior leaders of the Navy afloat community are the first recipients of **NAVSUP's Corporate Customer Satisfaction Survey**. The survey is part of NAVSUP's strategic plan goal to build product value through customer feedback. Survey responses will directly impact how NAVSUP provides support in the future, and help focus tomorrow's logistics/business management efforts. For more information, contact Gregory John at 717-605-7597 or via email at gregory_p_john@navsup.navy.mil.

General Services Administration (GSA) Mart Yokosuka garnered GSA Mart Store of the Year honors for fiscal year 2000. And, FISC Yokosuka employee, **Toshitatsu Yonei**, was named the GSA Mart Manager of the Year 2000. Both awards were presented by Peter Glading, GSA acting regional administrator for the Pacific Rim Region, during a ceremony held recently at the Yokosuka Naval Base, Yokosuka, Japan. For more information, contact Sandra_Gallagher@yoko.fisc.navy.mil.

FOSSAC's PriceFighters Department recently teamed with the Defense Contract Management Activity and the Naval Air Systems Command (NAVAIR) T-45 Program Office and Contracts Directorate and successfully attained a \$20 million cost reduction on the procurement of 14 T-45TS trainer aircraft. FOSSAC's PriceFighters received an exemplary rating from the NAVAIR contract specialist for their efforts, citing "The PriceFighters totally lived up to my expectations." For more information, contact PJ Humphries at patti_j_humphries@fossac.navy.mil.

The Naval Inventory Control Point (NAVICP) Philadelphia recently hosted a Strategic Suppliers Conference. More than 150 leaders from NAVICP, the Naval Air Systems Command, and 25 strategic suppliers participated. Among the key topics covered during the two-day conference were Performance-Based Logistics (PBL) contracting, public-private partnering, and eBusiness initiatives. For information, contact Margaret Kenyon-Ely at margaret_a_kenyon@icpphil.navy.mil.

Chief of Naval Operation's 5-point plan

The FISC San Diego department heads had an inspiring talk recently with Larry Glasco, NAVSUP executive director, on a variety of subjects, including an appreciation of the Chief of Naval Operation's Five Point Plan, and how the FISC can and needs to be part of executing the plan. The following is a good summary in the CNO's own words.

Manpower - "This is the No. 1 item on the list. Manpower is, and will remain, our Navy's biggest challenge. Nothing is more important to our Navy than retaining the Sailors we have recruited, and to do that, attacking attrition is imperative. We are at war for people. To fight that war, we need the involvement of every leader at every level, from admirals to third class petty officers and seamen who have Sailors working for them. All of you directly affect our success on this issue, both through your own personal actions and through the chain of command.



Congratulations...

Rear Adm. Justin McCarthy congratulates Storekeeper 1st Class (Seabee Combat Warfare) Melinda Garcia of FISC's Shore Intermediate Maintenance Activity site for her selection as the Naval Supply Systems Command Sailor of the Year for 2001. McCarthy has been selected to relieve Rear Adm. Keith Lippert as Commander, NAVSUP and as 42nd Chief of the Navy Supply Corps.

A vist to San Diego...

Rear Adm. Keith Lippert Commander, NAVSUP and Chief of the Navy Supply Corps attended the FISC annual Expo and Food Show on May 16 with Capt. Bill Barnes, FISC commanding officer. The event featured informative exhibits including the latest information technology, logistic equipment, food service, office supplies, repair parts, and other product and services available from Navy and DLA activities and Direct Vendor Delivery contractors.



Photo by Kim Bryant

"Never underestimate the impact your actions have on your fellow Sailors. The Navy's success depends on the success of junior people, and they can only be as successful and motivated as the weakest link in the chain."

Readiness - "This is a major issue. I am very proud of our forward-deployed forces, and overall, the readiness of those units is good. I come from the fleet and I've seen this first hand. However, some of our units at home are less ready. The non-deployed side is paying the price so our rotational deployers can be fully ready. My goal is to improve the flow of resources needed so all naval forces are ready, and that includes modernization of our Navy."

Future Readiness - "We will continue to plan for the future, and continue to develop and revitalize platforms and systems we will need down the road. That challenge does not belong to forces on the waterfront, but rather, it is primarily a headquarters task. That challenge is being worked, but meanwhile, we must remain focused on the mission at hand. We owe that to our nation, which has entrusted us with supporting their well-being."

Quality of Service - "Quality of service is a balanced combination of

quality of life and quality of work. Although we are seeing great improvements in quality of life, this has not been the case for quality of work. Quality of work includes everything that makes your workplace a great place to be - from getting the spare parts you need in a timely manner to working spaces that are up to current standards. Quality of service includes having a work environment that contributes to personal and professional growth."

Alignment - "This involves a couple of things. First, we must ensure that our organizations, systems and processes are aligned to deliver exactly what they are designed to produce - a combat-capable Navy, ready to sail into harm's way. Second, alignment involves clear communication, from the recruiter, to the LPO to the CO to the CNO. It's about communicating realistic expectations and then helping Sailors accomplish realistic goals - in a word, credibility. This type of situation is not conducive to good retention. Together, with commanding officers and senior enlisted leadership, we will work to rid ourselves of message mismatch - saying one thing and meaning something else. My goal is to eliminate message mismatch and align our words, expectations and deeds."

Career intern program offers experience and training

By Gina R. Napoli, NAVSUP Civilian Workforce Planning Office (CWPO)

With more people retiring from the federal workforce, the pressure is on to recruit, train and retain the workforce of the next generation. However, given the multitude of constraints imposed on the hiring process, finding the right people for the right jobs at the right time becomes quite a challenge.

The Career Intern Program is just one of the many ways in which candidates can express their interest in a federal career. The Office of Personnel Management (OPM) has specifically designed the Career Intern Program to help agencies attract and recruit exceptional individuals into occupations of every type. Positions vary by agency. Qualified candidates should contact agencies directly to learn about current opportunities.

Intern candidates have many advantages over other hiring methods:

- There is no nomination process
- A candidate may apply for a position year-round
- There is no positive education requirement
- The program is not restricted to candidates with graduate degrees
- Veteran's preference may also apply
- Interns are generally hired at the GS-5, 7, or 9 levels
- Salaries for fiscal year 2001 range \$23,633-\$38,901 to start depending on the locality and grade level
- No rotational assignment is required
- There is no limitation on promotion potential

An applicant must agree to a two-year formal training and development program. This program may extend for no more than one year beyond that.

The Career Intern Program is not administered by OPM; however,

applicants are subject to OPM qualifications. These qualifications are outlined within each position's description.

Janice Lachance, OPM director, said that the Federal Career Intern Program will make the government a more attractive employer among job seekers, as the program offers interns a unique package of professional experiences and formal training opportunities that are tailored to meet their professional goals and interests.

Check out www.opm.gov/careerintern/index.htm for more information about this program.

New law - retirement plan

A new law may affect you if you've been under the incorrect retirement plan for at least three years.

Which retirement plan you belong in depends upon the type of appointment you have and your work history. Here are a couple of facts to consider when determining if you are in the correct plan:

- ☐ If you first started working for the federal civilian service after 1983, you should be in FERS.
- ☐ If you are in CSRS and have no civilian employment before 1984, you might be in the wrong retirement plan.
- ☐ Did you start your career before 1984 but later left federal service for more than a year?
- ☐ If you did leave for more than a year but returned to work with less than five years of federal civilian service before 1987, you may be in the wrong retirement plan if you are in CSRS.

The Human Resources Office (HRO) has flyers that provide more detail on this new law. To request a flyer, call (619) 615-5500, press 7, 7, 2, 2003.

If you think this new law may affect you, contact HRSC SW at 1-800-831-0622, ext. 5554, or via email at benefits@sw.hroc.navy.mil.

Human Resources expands its web site

The Human Resources Service Center Southwest (HRSC-SW) has recently added information to the Navy's Civilian Human Resources (CHR) web site. The "Local News" section in the HRSC-SW's portion of the Navy's CHR site now contains information on how to apply for jobs, employee benefits and retirement, and training courses. It is divided into six major sections: General Information, Employment, Employee Benefits, Employee Training, EEO and Information Technology.

To reach the HRSC Southwest, first visit the Navy CHR web site at www.donhr.navy.mil. Then click on Current Employees, HRSCs, Southwest, and Local News. If you are PKI certified, you can access this site via the FISC San Diego Intranet. Simply go to the Human Resources page and click on HRO News.

For more information, a detailed article is posted on the FISC Intranet home page under FISC-SD News Room.

360-degree assessment

FISC San Diego supervisors and managers are being asked to participate in a Leadership Effectiveness Inventory (LEI). An LEI is a 360-degree assessment which identifies leadership strengths and developmental needs.

Supervisors are being selected at random to participate in the LEI. Those selected are asked to complete a self-inventory, and have their supervisor, direct reports and three to five peers complete an LEI on them as well. Employees who are asked to complete the inventory are encouraged to do so honestly and thoughtfully. Participation in the LEI is voluntary and all results will be strictly confidential.

Contact the Organizational Development Office at (619) 532-2038 if you have questions regarding the LEI or would like more information.

Thrift Savings Plan coming for military

The Department of Defense (DoD) has announced that beginning Oct. 9, 2001, service members may sign up for the tax-advantaged Thrift Savings Plan program. An open season for the retirement and investment plan will run from Oct. 9 to Dec. 8, with deductions starting in January 2002. In 2002, members can contribute up to 7 percent of their basic pay. The limit will rise to 10 percent by 2005 and become unlimited in 2006.

Members also may contribute all or a percentage of special pay, incentive pay, or bonus pay. The total amount generally cannot exceed \$10,500 for the year, although contributions from pay earned in a combat zone do not count against the \$10,500 ceiling. Combat zone contributions are subject, how-

ever, to 25 percent of pay or \$35,000, whichever is less, said officials.

Like civilian employees in the program, service members must choose how they want their money invested. They can pick from three funds that range from safe (the G fund, which invests in special U.S. treasuries) to riskier investments (the C fund, which is tied to the U.S. stock market). They also may select the F fund, which invests in commercial bonds. An S fund and an I fund will open in May.

The S fund will be a stock index fund that paces smaller businesses, and the I fund will track foreign companies. Service members will be able to start, change or reallocate their TSP contributions during two open seasons each year, roughly, November to January and May to July.

Education pays off big with VEAP conversion

By JOC Milinda D. Jensen
CNP Public Affairs

Switching from the Veterans Education Assistance Program (VEAP) to the Montgomery GI Bill (MGIB) Program to finance your education can really pay off big.

The basic monthly payment under the MGIB Program is \$650 for 36 months of full-time schooling for a maximum of \$23,400, in comparison to a member enrolled in VEAP, who would receive up to \$300 a month for 27 months of full-time training for a maximum of \$8,100. Converting from VEAP to the MGIB Program requires a payment of \$2,700 into MGIB within 18 months of converting from VEAP. VEAP allows you to contribute any amount up to \$2,700. If you remain enrolled in VEAP, any unused portion of your VEAP contributions is fully refundable to you.

Total taxable income is reduced the same way as the current MGIB Program; whether it's by making the \$2,700 one-time payment, or by monthly payments. However, certain restrictions apply to the conversion program.

Public Law 106-419 authorizes Sailors who participated (opened a VEAP account, regardless if money was put into the account) in the program on or before Oct. 9, 1996, and served continuously from that date through April 1, 2000, the opportunity to enroll in the MGIB Program. October 31 is the deadline to enroll in the MGIB Program.

Members participating in the conversion program who are retiring or transferring to the Fleet Reserve and elect to pay all or a portion of the required \$2,700 payment after retirement, need to send all remittances and correspondence to Defense Finance and Accounting Service, Code PRRAB, 1240 East 9th Street, Lockbox-CL0001, Cleveland, OH 44199-2055.

Make checks and money orders payable to Defense Finance and Accounting Service. In the memo portion of the check or money order, write "MGIB."

For additional information on eligibility for conversion from VEAP to MGIB, call Navy MGIB Program customer service at 1-800-962-1425.

Sailors can boost their MGIB benefits

Sailors who entered active duty after July 1, 1985, and enrolled in the Montgomery GI Bill (MGIB) program during their first two weeks of active duty are eligible to increase their monthly MGIB benefits by making an additional contribution to the program.

Effective May 1, each additional contribution of \$4 will increase the monthly MGIB benefit by \$1 under the terms of the Veterans Benefits and Health Care Improvement Act of 2000. The maximum additional contribution possible is \$600. Sailors contributing the maximum would realize an increase to their MGIB monthly benefit of \$150. In other words, Sailors who make the additional maximum contribution, and are enrolled as full-time students following active duty, will receive a total benefit of \$800 monthly.

For specific limiting eligibility requirements and detailed information on this provision, read the MGIB article on the FISC SD Intranet home page under Military News.

Naval Academy seeking senior enlisted

The Navy Wire Service reports that the U.S. Naval Academy is seeking warfare qualified Navy and Marine Corps senior enlisted personnel to become Senior Enlisted Leaders (SELs) at the Academy.

Working with a company officer, SELs will be involved in the training, counseling, teaching, and mentoring of approximately 140 midshipmen for the sole purpose of developing them into strong officers of the fleet. For more information about this assignment, contact YNCM(SW/EOD/AW) Randy Welch, the Naval Academy's command master chief, at (410) 293-7022, or e-mail to rwelch@usna.edu. More information about the Naval Academy can be found at www.usna.navy.mil.

Don't let Ecstasy be your agony

By JO1 Joseph Gunder
Navy Wire Service

In the Navy, a lack of situational awareness can be deadly. Some over-the-counter medicines (cough medicines, painkillers) can decrease the edge military and civilian personnel need to tread the line between life and death. A drowsy technician working on a metal press could have a finger or two crushed. A boatswain's mate on a ship's forecabin might not be paying attention to the color of the anchor chain paying out of the locker, or turn the friction brake in the wrong direction, with disastrous results.

You get the idea. If an over-the-counter medication could perhaps lead to these kinds of situations, imagine what a mind-altering drug like ecstasy could lead to. It has no accepted medicinal use for treatment in the United States. And it's illegal.

Ecstasy is a synthetic amphetamine drug, related chemically to methamphetamine compounds. It's also known by the street names "E," "X," and "XTC." It is often referred to as a "club drug" because it has been sold in nightclubs and rave parties. It's misperceived as a "safe drug" without the side effects of other rave drugs such as LSD, methamphetamines, heroin or PCP.

Ecstasy comes in pill form, about the size of an aspirin, or may occur as a capsule or sold as a powder. Immediate effects include a sense of euphoria, energy and altered sensory perception.

Then there are the side effects. Current medical literature lists depression and panic disorders as some of the long-term effects. Acute short-term effects include water loss from sweating, high body temperature and loss of motor skills and judgment.

But drinking large amounts of water isn't a solution to the water loss problem caused by ecstasy abuse. A large intake of water to replace water loss from sweating and a higher body

temperature can lead to a salt imbalance, and a trip to the emergency room.

This is a huge risk to one's health and safety for a drug "high." Why risk your health and safety, as well as the safety of others around you, to a drug that the Food and Drug Administration said has no medical treatment value, especially one that was produced in someone's basement?

No one in the Navy would trust their lives to somebody who wasn't at 100 percent efficiency because of some party drug. Everyone's job is too important to be compromised by drug abuse. When it comes to safety,

NPS offers distance learning

The Naval Postgraduate School (NPS) in Monterey, Calif., is offering an opportunity for military officers and Department of Defense (DoD) civilians to receive their graduate education in software engineering via distance learning.

The program, which offers both master's and doctorate degrees in software engineering, focuses on the needs of the Department of the Navy (DON) and DoD much more closely than programs at other universities across the country.

The Master of Science in Software Engineering (MSSE) program provides graduate students with an opportunity to learn all aspects of software development and the skills needed to efficiently and reliably plan and create large-scale software systems using the best available tools. These skills are essential for officers and civilians responsible for acquisition, development or maintenance of military software.

The MSSE is offered as a two-year part-time program. Students not enrolled in the MSSE program may enroll in individual courses and receive NPS credit upon successful course completion. A new class will be starting on Oct. 1, 2001.

staying away from ecstasy is a no-brainer.

The Navy and Marine Corps team has a "zero tolerance" policy for illegal drug use, and that includes ecstasy. Don't let it turn into your agony. If you're doing it, stop. If someone else is doing it, report the individual. Don't risk detection, punishment, or discharge under dishonorable or other than honorable conditions.

But don't just avoid it for those reasons, think of yourself and your co-workers. It's a matter of safety...their lives could be in your hands.

To obtain additional information about the MSSE program visit the NPS web site at www.cs.nps.navy.mil/~se/masters.html, or email se@cs.nps.navy.mil.

The Ph.D. in Software Engineering (PhDSE) program is designed for DoD software practitioners who want to acquire the skill and knowledge to perform state-of-the-art research on issues related to the development and evolution of large complex software systems, and to intelligently manage the research of other software practitioners.

Students typically take three years to complete the doctoral program. For additional information about the PhDSE program visit www.cs.nps.navy.mil/~se/phd.html, or send an e-mail to sephd@cs.nps.navy.mil.

Both programs offer on-campus and distance learning options. Students participate in the distance learning program via the NPS PictureTel 4000 Video Teleconferencing System, which enables two-way interactive audio and video between distant sites and an NPS classroom. The student's site must have a standards-based (H.320 compatible system) connection to a dial-up network (FTS2000 or commercial network).

CREDO programs can help you get back on target

By RP1(FMF) Joe Compton

Feel as though you've lost your focus—that somehow you've just lost sight of what is most important in your life? Most of us have or do from time to time. Unfortunately, many people do not know how to get themselves back on track. We find ourselves laden with debt, distracted by the needs of our spouses or children, or under the unrelenting pressures of performing or producing at our jobs.

More than 30 years ago, the Navy began providing Sailors and Marines with a means of getting themselves headed in a new direction, chosen by each individual, that would improve their lives. Through the Chaplains Religious Enrichment Development Operation (CREDO) retreats, lives have been changed not by the Navy, but by regular folks looking to improve their relationships with themselves, others and God.

Personal Growth Retreats provide an opportunity for individuals to understand themselves better and to identify and evaluate the basis of their own inner spiritual resources. Many participants have described this experience as a turning point in their lives.

CREDO's Marriage Enrichment Retreats help couples discover ways to keep their marriage growing and to handle inevitable conflicts. Participants become closer as couples by strengthening the emotional, physical and spiritual part of their marriage. A recent participant had this to say about the experience she and her husband had on a Marriage Enrichment Retreat, "This is very important for newly married couples to attend and for couples whose marriages are failing. It is a good eye opener. Thanks so much, and thank God this exists. I'll pray that this (program) will continue ever after."

The Spiritual Growth Retreats

focus on renewing hope and developing new spiritual resources. These retreats are not limited to any specific faith group. If you are serious about achieving your potential but feel that you're missing your mark, consider attending the retreat of your choice to help get back "on target!"

Anyone with a valid military ID, including active-duty and retired

military, reservists and family members can attend retreats. Government employees in the Southwest Region may also attend.

CREDO is sponsored by the Chief of Naval Operations through the Navy Chief of Chaplains. For more information about CREDO events, call 532-1437, or visit our web site at www.cnrsw.navy.mil/credo/index.htm.

U.S. Naval Criminal Investigative Service reports suspicious activity against DoD personnel

Recently, numerous suspected Foreign Nationals, claiming to be Israeli art students, have approached U.S. Department of Defense (DoD) personnel, DoD contractors, and U.S. Federal Law Enforcement personnel, selling paintings. These students have approached the above personnel at both DoD installations and their private residences. The students claim to be selling their paintings to support their school. If someone agrees to buy a painting, the students then seeks to use that person's telephone to call their "professor" for approval of the sale.

The students also offer on-site framing of the painting by a third party. While there has been no criminal activity detected, with the exception of trespassing, elements of this activity raise suspicion. Incidents have been reported in several cities including San Diego, Calif., Washington D.C., Virginia Beach, Va., Tampa, Fla., and Honolulu, Hawaii. In addition, there have been instances where the students, after leaving one residence, depart the area vice continuing to the next house. On some occasions, it was noted that the students only visited the residence of a DoD affiliated person, missing the surrounding neighbors, implying that these encounters may not be as random as presented.

It is unknown at this time if this is simply a legitimate door-to-door

marketing campaign, a sales scam, or possibly a form of "spotting" or casing for intelligence or other purpose. Several U.S. Law Enforcement agencies have reported similar approaches and, in some cases, investigations have been initiated.

All personnel are reminded to treat any unsolicited encounter with a healthy degree of common sense and an eye towards personal and operational security. Anyone who is approached by these individuals, or who has information regarding this approach, is requested to contact Special Agent Darren Few, NCIS San Diego, at (619)556-1127.

Free employment service

A free civilian job finder service for transitioning military personnel, spouses and prior service members is available from Military.com. The Job Finder Service is skills-driven; that is, users input their skills and describe the type of civilian job they seek. Jobs meeting their profile are displayed, and e-mails are sent when employers post new matching jobs. To learn more about the free Job Finder Service, go to www.military.com.

Common access card to be issued to Navy personnel

Since 1997, the Department of the Navy (DON) has been conducting a number of pilots using Smart Card Technology (SCT) and applications enabled by multi-function smart cards. These pilots have demonstrated that properly designed smart card applications can reduce costs, improve information assurance, reduce routine paperwork (an important quality of life issue) and improve mission readiness.

The DON has begun issuing the Common Access Card (CAC) as the new DoD ID card. Recipients will include all active-duty military, selected reserves, DoD civilians and eligible contractors located within and outside the Continental United States (CONUS), and afloat.

The CONUS CAC issuance timeline within the Navy is driven by the requirement to support the rollout of the Navy/Marine Corps Intranet (NMCI). The CAC is the hardware token which will be used to meet the PKI milestones and eventually to support NMCI network logon. DON plans to complete CAC mass issuance within the Navy by October 2002.

The CAC will be the standard identification card, the principal card used to enable physical access to buildings, installations and controlled spaces, and will be used to enable Information Technology systems and applications that access the Department's computer networks. The CAC will, at a minimum, be used to digitally sign all e-mails, perform network and workstation log on, access Public Key Infrastructure (PKI) protected web pages, and encrypt non-mission critical and non-organizational e-mail messages.

The CAC will be issued and maintained using the infrastructure provided by the Defense Enrollment Eligibility Reporting System (DEERS) and the Real-time Automated Personnel Identification System (RAPIDS).

Current Navy DEERS/RAPIDS card issuing stations located at various Navy Personnel Support Detachments (PSDs) and Navy/Marine Corps Recruiting Centers (NMCRCs) will be upgraded, beginning February 2001, to issue the CAC to all Navy personnel. Additionally, there will be some DEERS/RAPIDS workstations placed in existing Security/Pass-Badge issuing facilities that are not PSDs/Reserve Centers. The DoD DEERS/RAPIDS Program Office (DRPO) will be coordinating an exact schedule.

Based on careful study of current DEERS/RAPIDS capabilities at Navy PSA/PSD and NMCRCs, and the new civilian and contractor recipients, 50 additional DEERS/RAPIDS stations will be distributed throughout the Navy. This increase is intended to support

routine CAC issuance and sustainment. In the San Diego area, additional DEERS/RAPIDS integrated workstations will be installed at Naval Station San Diego; Space and Naval Warfare Systems Command; Space and Naval Warfare Systems Center; Naval Air Station North Island; Naval Base Coronado; and Naval Base Ventura County. An additional DEERS/RAPIDS integrated workstation will also be installed at the Naval Air Warfare Center, China Lake, Calif. These stations will all be full service sites, capable of issuing identification cards to all eligible recipients as well as issuing the CAC.

Questions concerning the issuance of CACs should be directed to Rob Carey, director, DON Smart Card Office at (703) 607-33420.

New Supply Corps captain selectees for fiscal year 2002

Ahern, Michael, USNS *Concord* (T-AFS 5).

Arcement, Larry, NS Rota, Spain

Avram, George, COMNAVSURFGRU MED

Barber, Christopher, USS *Constellation* (CV 64)

Benson, Andrew, USS *Bridge* (AOE 10)

Bianchi, Robert, USS *Harry S. Truman* (CVN 75)

Bjelland, Robert, USS *Artic* (AOE 8)

Brown, Mark, USS *Emory S. Land* (AS 39)

Cox, Wayne, USNS *Saturn* (T-AFS 10)

Davis, Harry, USS *Belleau Wood* (LHA 3)

Dunne-Hayes, Anne, USS *Sacramento* (AOE 1)

Ford, Jeffrey, NSA Naples

Gonzalez, Richard, USJFCOM

Graff, David, USS *Carl Vinson* (CVN 70)

Kuhm, Frederick, NSSC OP SUPFDWAS

Lowndes, Barbette, SPAWAR OPSUP FLD

Manna, Joseph, USS *Kearsarge* (LHD 3)

Melton, Walter, USS *Kitty Hawk* (CV 63)

Monette, Robert, USS *Bataan* (LHD 5)

Munson, William, NAVICPPH

Nagorzanski, Steven, USS *John C. Stennis* (CVN 74)

Page, Asa, USS *Saipan* (LHA 2)

Romano, Steven, CNSSC MECH

Snyder, Robert, USCINCCENT

Sweeney, Edward, DSCA WASH DC

Swerczek, Anthony, USS *Inchon* (MCS 12)

Warren, Griffin, USSOCOM

Wright, Walter, USS *Abraham Lincoln* (CVN 72)

Enhancing intellectual capital with physical space

By Darlene Shaw, Code 40

Say what???

Good - hoped I'd get your attention with that title. First let me explain the term Intellectual Capital. Intellectual Capital very simply translated means people. A more specific translation would be the knowledge and skills that employees in an organization possess which allow them to do their jobs in a successful manner.

Many experts believe that the Knowledge Age is upon us. The Technological Age is fading. The Industrial Age is long over. They are counseling leaders in government and private industry that what matters is their people. It's taken a long time, but there is recognition that success is highly dependent upon the people involved. That's why many of the corporate mergers and takeovers in the last 20 years have failed. The ingredients that were often overlooked and foolishly discarded were the organization's culture and the employees' knowledge. In many cases employees were laid off. The companies later failed because without those employees' knowledge, the business could not run successfully . . . but now I'm drifting.

You are probably wondering why physical space would have any effect on intellectual capital - let alone enhance it? Turns out there is a definite relationship between the two. How employees feel in their workspace is very important to their creativity and productivity. One commercial workplace survey showed that 73 percent of respondents were unhappy with their physical work spaces and that their unhappiness would be a factor in them seeking another job.

There is a concept in Interior Design called Phylogenetic Design. The premise is based on our evolutionary roots. When humankind lived in Nomadic tribes hunting and gathering, they had particular environments that allowed them to survive successfully.

The best environments had two key features: refuge and prospect.

Refuge was an area that provided shelter, safety, security and concealment from the elements, animals and other tribes. Prospect was the view of distance available to the tribe from their refuge.

The prospect provided a means of planning for hunts when herds of animals would approach and defense of the tribe from a superior position. An example of this type of environment would be a tribe that dwelled in caves overlooking the desert floor. To see but not be seen was essential to survival.

What Phylogenetic Design suggests is that we incorporate these basic evolutionary environmental needs into our homes and office spaces. Many of you have probably noted that on the home front and in the office, Feng Shui is becoming very popular. Feng Shui is the Ancient Art of Placement which originates from the Far East. It shares many of the same principles with Phylogenetic Design.

So what are the types of things which can be done to enhance an office environment? The addition of plants brings in the natural outdoor environment. They also produce oxygen which is energy enhancing.

Outdoors there is continuous motion, even if slight, such as plants growing and birds flying. Things that provide motion, like a mobile or banners that wave with airflow, can provide a sense of motion.

Nature displays an infinite variety of colors, patterns, and textures. The ability to mimic this variety in an office space fights fatigue and boredom. The elements of surprise and prospect can be accommodated with non-linear walkways through the office and views of common areas, windows and doorways where there is more open space.

Another element in nature is the repetition of the same patterns on different scales. Again, this can be duplicated indoors through use of repeating elements such as patterns

and shapes on different scales.

The last element that needs particular attention is lighting. A variety of lighting provides focus for the tasks at hand. Softer lighting provides the feeling of refuge in an office while brighter lighting is more appropriate for meeting rooms. Of course the more natural light in an environment, the better that environment will be.

Currently the Business Office is making plans and decisions for our move to the sixth floor. We decided that since we were the Champions for Knowledge Management in the command, we should role model a workspace for the 21st Century.

We researched various furniture arrangements that would be suitable to teamwork. Enhancement of airflow and natural light has been considered in our plans. The color of furniture picked is a light wood tone to brighten up what could potentially be a very dark space. We have considered individual's needs for quiet spaces and meeting places. We intend to have many living plants and items of interest. In other words we're attempting to "practice what we preach."

If this all sounds interesting (or confusing), you can get more information on these subjects at the following web sites:

The American Society of Interior Designers for the full article on Phylogenetic Design -- www.asid.org/homepagedesigner.asp?article=0.

The Feng Shui Society, a professional organization in the UK - good information and links -- www.fengshui.society.org.uk.

Finally, www.geomancy.net offers Feng Shui resources, articles, books, courses, reports, advice and consultation, and computerized tools for users to perform their own audit.

Please note, you may have difficulty accessing these sites through the FISC firewall. If so, try them from home.

Happy Feng Shui-ing!



Hart honored...

James Hart, right, of FISC's Consolidated Mail Facility, was presented with the Mail Center Manager Award at a recent National Postal Forum held in Orlando, Fla. Approximately 7,000 people gathered for the U.S. Postal Forum Industry Excellence Awards. Presenting the award are: left, Al Iniguez, Pacific area vice president, San Bruno, Calif., and Jack Potter, center, chief operating officer, U.S. Postal Service Headquarters, Washington, D.C.

Special Report...

Service members and eligible civilians should check out this special report prepared by AFIS which explains entitlements and responsibilities concerning shipment of household goods, unaccompanied baggage, boats, pets, POVs and mobile homes — www.defenselink.mil/specials/itsyourmove/.

Attention Storekeepers...

Check out the SK Professional Development Guide at www.geocities.com/storekeepersrus/.

This web-based program was developed as an effective tool for storekeepers to improve themselves professionally at no cost to commands or individuals. It contains daily lesson plans, study topics, questions and answers, links to supply publications and more! A link to the guide has also been added to the Intranet Library under 'Helpful Hints.'

Training history database now online

FISC San Diego employees can now view their history of training classes online via the FISC Intranet. The database, developed by training specialist Larry Dawson (Code 073), is located on the Training page in the top right corner under "Services and Resources."

Once you register online and designate a password, you may view your recorded training completed at FISC from July 1998 to the present. You can view any fiscal year or your complete training history.

You can also print a hard copy for your files. Supervisors can also access the database to review their employees training progress.

Employees are encouraged to review their training history and report any errors or omissions by using the Roster Form and the Report of Course Completion. Both of these forms can be found on the Intranet, under *Forms* on the Home page and under *Training Forms* on the Training page. Submit completed forms via e-mail to fiscsd_training@sd.fisc.navy.mil. You may also fax completed forms to FISC Training at (619) 532-2340 or send via guard mail to FISC Training, Code 073.

If you have any questions, call (619) 532-2038.



Photo by Cmdr. Jim Krnc

The winning team...

Left to right: Capt. Rob Ritchie, Paul Cruz, Rino Belisario and Lt. Michael Apriceno represent the winning team at the recent Supply Corps Association Golf Tournament at NAS North Island. Belisario was only a foot away from \$10,000, the prize for a designated hole-in-one. The team score was 55 (17 under par).

Letters of Appreciation

Mary Overstreet and **Georgia Shute** for support to the Naval Criminal Investigative Service Field Office during their conference addressing electronic acquisition systems.

Linda Enoch for support to the USS *Spruance* in providing a needed part during their last underway period.

Cmdr. John Erickson for support to FISC and the San Diego area Supply Corps Association while serving as reserve representative on the Board of Directors.

John Ballard Jr.; Nancy Diaz; Archelle Dean; and Lynda Hall for their teamwork in making the Sailor Arranged Move (SAM) Program a success. All received a letter of congratulations from Rear Adm. Lippert, Commander, NAVSUP, announcing that the SAM Program was recognized as one of the top six Government Acquisition Reform Programs.

Ann McMillen for outstanding support to FISC San Diego during the past year.

Bill Weinfurtnr for support and assistance to NAS Lemoore by coordinating funding and personnel to help their Most Efficient Organization staff during a recent on-load of additional material.

Teresa Ramos for performance of duties as the Competitive Sourcing Support Coordinator which has contributed to the successful completion of the Southwest Region and FISC competitive sourcing studies.

Customer Focus Plus One Certificate of Achievement

Antonia Duenas-Ignacio; Ralph Franchi; Faye James; Deborah Reid; Deborah Reynolds-Estrada; and Gretchen Yeh

Letter of Congratulations

Mary Lou Hobbs for continuing education and her attainment of the President's List for the fall semester 2000.

Retirements

Oswaldo Estoesta, 37 years of service

Elmer Hicks, 42 years of service

Ernie Mendoza, 38 years of service

Julio Pasion, 36 years of service

Carlos Palencia, 32 years of service

Maynardo Petelo, 42 years of service

Ralph Schamel, 44 years of service

Leonard Dreher, 25 years of service

Don Bellegarde, 23 years of service

Joann Ditz, 23 years of service

Armando Abayon, 40 years of service

Lillie Barnett, 15 years of service

Melvin Jones, 40 years of service

Larry Marquez, 39 years of service

Maria Dizon, 20 years of service

Mercedes Solis, 33 years of service

Lane Jay Poppe, 27 years of service

Faalafu Tialavea Jr., 25 years of service

Letters of Commendation

Lt. Alex Moraes for outstanding performance of his duties while serving at FISC San Diego from April 1999 to April 2001.

SW1 Brian Wood and **SK2 (SW)**

Rodney Ridenour for outstanding performance of duty while serving at FISC San Diego from January - March 2001.

Zenaida Macaoay, Pat McAdoo and Barbara Drake-Castile for support to the Airfield Support Distribution Facility, Receipt Control Section at NAS Lemoore.

Navy/Marine Corps Achievement Medals

Lt. Michael Apriceno for professional achievement while serving as sales and food services officer, Supply Department, USS *Constellation* (CV 64) from January 1999 to January 2001.

Lt. Chad Duhon for meritorious service while serving as director, Regional Consolidated Mail Facility and administrative officer, FISC San Diego from March 1999 to June 2001.

Bravo Zulu

Rosa Downing; Teofilo Garcia; and Manuel Saldana for support to the USS *Cleveland* prior to her deployment.

George Baker for support to the USS *Benfold* in tracking and delivery of three needed parts prior to their deployment.

Lt. Cmdr. Brent Hull

Lt. Cmdr. Brent Hull is the FISC SIMA Site Director. He was raised in Springhill, La., and attended Louisiana Tech University in Ruston, La.



Hull received his commission from Officer Candidate School in June 1988. From there, he went to Athens, Ga., to attend the Supply Basic Qualification Course. His first tour was aboard the USS *Okinawa* (LPH 3) where he served as the disbursing officer, the food services officer, and the aviation supply officer. From the *Okinawa*, Hull transferred to Special Boat Unit Twelve where he served as the supply officer. Hull went back to sea as the supply officer of USS *Coronado* (AGF 11), the Third Fleet command ship. He then went to Afloat Training Group Pacific where he was a supply management inspector.

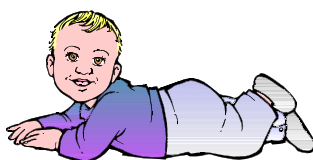
Hull and his wife, Pamela, have two children, Eliza and Zoe, and they reside in La Mesa. Hull's hobbies include sports and deep-sea fishing.

In memoriam...

Dr. Joseph Casey passed away on April 12 at the age of 80. Casey worked as an occupational safety and health specialist for the Naval Supply Center through its transition to the Fleet and Industrial Supply Center. He died in his sleep at home in La Jolla. He is survived by his wife, Olga; daughters, Maureen Viney and Colleen Casey; son, Michael; sister, Mary Dixon; brothers, David and Robert; and seven step-grandchildren.



The Back Page



Congratulations!

Larry (Code 70) and Salud Vasquez are proud grandparents of a baby boy (their second grandson). Marc was born March 16, weighing 5 lbs., 8 oz. Mother and father, Marilyn and Orlando, and baby reside in San Diego.



Joe Annandonono

Dream comes true for Joe Annandonono

By day, Joe Annandonono (Code 240) is a Direct Vendor Delivery contracting officer representative (COR), but by night, or should we say on his weekends off, he is a baseball umpire....and a 'big time' umpire at that.

For the past 30 years, Annandonono has been umpiring the game of baseball from high school through the NCAA level, and now for the Pacific Coast League (PCL) AAA level. Recently he and his crew were asked to umpire a couple of professional exhibition ball games prior to the opening of the season.

"I've umpired throughout the years in a few major league ballparks for exhibition games and so on," said Annandonono. "Two of my most memorable experiences include the 1998 playoff's (Houston Astro's, right field line) and, most recently, when I received a call from PCL headquarters asking me and my crew to umpire a few exhibition games for the San Diego Padres. Of course I jumped at the chance!"

Annandonono and his crew headed to Peoria, Ariz., to umpire games between the Padres and the Anaheim Angels and the Chicago White Sox. For Annandonono this was truly a dream come true.

Much has happened with the FISC San Diego web sites in the last two months. As more employees visit and use the sites, ideas for new content, applications and enhancements have been "streaming" into the Content Coordinators.

This leads to the good questions of "Who are the Content Coordinators?" and "What does a Content Coordinator do?"

The Content Coordinators are individuals selected from their respective departments to participate in a web planning group. These folks come together twice a month for meetings to discuss new projects, changes needed, and so on. Some of them also participate in the Web QMB meetings held weekly. They are responsible for providing HTML (web) formatted content from their departments. They are provided software and training in order to fulfill these responsibilities.

The group members have been highly successful in completing their tasks and recently received an award for their efforts. The following people are part of this group:

Monet Bernhardt, ATAC; **Kim Bryant**, Public Affairs; **Rochelle Bryant**, Comptroller Office; **Nannette Davis**, Public Affairs; **Larry Dawson**,

Training; **Lynetta Elliott**, Training; **Ellen Fuller**, Administration Support; **Sharon Gossom**, Physical Distribution; **Richard Harvey**, HAZMAT; **Phuong Hua**, Information Systems; **Lt. Tim Nicholls**, Fuel Farm; **Helen Niemi**, Business

Office; **Tim Pentaleri**, Business Office; **Maria Ray**, Comptroller Office; **Rod Rodriguez**, Public Affairs; **Darlene Shaw**, Business Office; **Georgia Shute**, Purchasing Department; **SKI Richard Smith**, Logistics Support Center; **Debra Spear**, Information Systems Department.; **Fred Trokie**, Navy Integrated Call Center; **Dorothy Valdez**, Inventory Mangement; and **Patricia Woelk**, Personal Property Department.

If you have content or ideas for the FISC web sites, please work with your department's Content Coordinator. If your department doesn't have a coordinator, the group would love to have you volunteer your services. Talk to your supervisor about becoming part of this team. Contact Darlene Shaw for questions or to get help.

If you have an idea that could save the Command money and is related to the web, another avenue for submission is via the Bright Ideas Program. We look forward to hearing from you!

